

AGREEMENT

BETWEEN

WABASH VALLEY CONTRACTORS ASSOCIATION

AND

ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS

AND

OPERATIVE PLASTERERS' AND CEMENT MASONS INTERNATIONAL
ASSOCIATION

LOCAL #143 – CHAMPAIGN, IL

COVERING

HIGHWAY/HEAVY/UTILITY CONSTRUCTION

IN

DISTRICT #7

EFFECTIVE: APRIL 1, 2003

EXPIRES: MARCH 31, 2008

CEMENT MASONS
DISTRICT #7

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**THE ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS
WABASH VALLEY CONTRACTORS ASSOCIATION
CEMENT MASONS DISTRICT #7 AGREEMENT
HIGHWAY, HEAVY AND UTILITY**

This Agreement, made and entered into this 1st day of April 2003, by and between the **WABASH VALLEY CONTRACTORS ASSOCIATION** and **THE ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS**, which is the recognized bargaining unit for the Employers, hereinafter referred to as Contractor or Employer, and the **OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL ASSOCIATION**, hereinafter referred to as International, and Local Union #143, Champaign, IL all hereinafter referred to as Union or Employer, who have been recognized as the unit with bargaining rights for head cement masons, journeymen, and apprentice operative plasterers and cement masons for wages and working conditions in Highway District #7 of the State of Illinois, consisting of the following Counties: Crawford, Clay, Edwards, Effingham, Fayette, Hamilton, Jasper, Jefferson, Lawrence, Marion, Richland, Wabash, Wayne and White.

WITNESSETH:

That, whereas, it is believed to be of mutual advantage that a workable agreement shall exist between and among the contractors, and the union, and the International in the employment of cement masons on highway, heavy, and utility construction projects;

And, whereas, it is believed that such an agreement will eliminate disputes and work stoppages due to misunderstandings of jurisdictional awards and proper recognition of craft practices;

And, whereas, this agreement covers highway, heavy and utility construction which shall be construed to encompass all construction with the exception of building construction. For purposes of this agreement, building construction shall mean the construction of building structures inside the property line including modifications thereof, or additions or repairs thereto, intended for use for shelter, protection, comfort or convenience;

And whereas, it is desired to establish a uniform wage and uniform working conditions throughout Highway District #7 of the State of Illinois;

It is therefore understood and agreed between the parties hereto as follows:

ARTICLE 1
EMPLOYING CEMENT MASONS
UNION SECURITY

1. The employer shall secure and employ cement masons under the following terms and conditions of employment; journeymen and apprentices of cement masons who are now employees of the employers who are signers of this agreement and who are members of the Union shall remain as a condition of employment during the term of this agreement. New employees shall be required to become and remain members of the Union as a condition of employment from and after the 7th day following the dates of their employment.
2. The seven day requirement as described above means seven working days accumulated with one or more contractors signatory to this agreement, or who may hereafter become signatory to this agreement.
3. The contractor has the privilege of determining the number of cement masons any portion of the work shall require.
4. It is further agreed that in the event any employee employed under the terms and conditions of this agreement does not comply with the above section, the party of the second part shall notify the employer in writing requiring discharge of said employee.

ARTICLE 2
CRAFT JURISDICTION

1. The cement masons shall have exclusive jurisdiction over all finishing in back of machine such as rodding of all concrete with longitudinal floats and the finishing of all concrete surfaces whether by flat, trowel, broom, or any other method not herein mentioned to bring concrete to a uniform surface.
2. The cement masons shall set all curb and gutter forms, pave ditch forms, and driving of all stakes and pins.
3. Cement masons shall do all rubbing of concrete surfaces on bridges, viaducts, underpasses, tunnels, and highways where uniform surfaces are required whether done by hand or machine. All pointing, caulking, and patching shall be recognized as work of the cement masons.
4. Cement masons shall do all setting of screeds of lumber, metal, or other materials to determine the proper grade of concrete, when used to serve as form such as 2" x 4"s or other planed pieces of material, when held in place by stakes and/or spreaders. Agreed upon in June 13, 1944 by U.B. of C and J. of A. and O.P. and C.M.I.A.

5. It is further agreed that the employer will assign the cement masons such work tasks for which it has been given jurisdiction as determined by the last prior decisions or agreements, if any, as approved by the National Building and Construction Trades Department of the A.F. of L.-C.I.O., or approved by the National Joint Board of Settlement of Jurisdictional Disputes.
6. The sawing of concrete on utility work inside the property line shall be the work of the cement mason.

ARTICLE 3 TOOLS

Cement masons agree to furnish their own small hand tools, such as float and trowel, and the contractor agrees to furnish large tools and any special edgers required, also rubbing stones with handles, brushes, buckets, and cork floats or rubber floats, and respirators according to State and Federal laws.

ARTICLE 4 WORKING HOURS

1. Eight Hour Schedule. A maximum of eight (8) hours shall constitute a day's work and same shall be between the hours of seven (7:00) a.m. and five (5:00) p.m., excepting work that must be performed according to specifications; all work necessary previous to or after starting of major crew or machinery, to be performed at the regular rate. Agreements may be made between the Employer and Business Manager of the local in whose jurisdiction the work is being performed regarding the starting and quitting time. Notwithstanding the above, all work done over eight (8) consecutive hours in any one day, lunch excepted, shall be paid at the rate of one and one-half ($1 \frac{1}{2}$) times the basic rate of pay.

Cement masons lunch period shall be a thirty (30) minute period between the hours of 11:00 a.m. and 1:00 p.m.; any cement mason who works through any part of said lunch period shall be paid at the rate of time and one-half ($1 \frac{1}{2}$) for such period.

2. When employees covered by this agreement are required to work overtime past 6:30 p.m. they shall be allowed one-half ($1/2$) hour with the overtime rate of pay for their supper period. For every four (4) hours after the supper period an additional one-half ($1/2$) hour with overtime rate of pay shall be allowed for lunch.
3. Forty (40) hours, Monday through Saturday, shall constitute one (1) week's work and shall be recognized. All work done over forty (40) hours at the basic rate of pay during that same week, shall be paid at the rate of one and one-half ($1 \frac{1}{2}$) times the basic rate of pay.

4. Saturday is to be considered as a make-up day to be worked at the basic rate of pay up to eight (8) hours work, provided forty (40) hours have not been worked Monday through Friday. If other crafts work that Saturday at time and one-half (1 ½), then the Cement Masons shall also receive time and one-half (1 ½).
5. Ten Hour Day Schedule. Where not prohibited by law, and upon forty-eight (48) hour notification to the Union, the Contractor may choose the option of working four (4) ten (10) hour days, Monday through Friday, at straight time. Overtime is to be paid at the rate of one and one-half (1 ½) times the basic wage rate for all hours worked over ten (10) in a day or over forty (40) in a week. There will be no pyramiding of overtime in this Agreement. In the event inclement weather or equipment breakdown causes a loss of time during these five (5) days, Saturday may be used to make up the remaining hours needed to complete a forty (40) hour work week, with all hours in excess of forty (40) for the work week being paid at the applicable overtime rate.

The Employer agrees that when using this option it shall be for the duration of the job or until the Employer notifies the Business Agent, one (1) week in advance, that the Employer elects to return to a five (5) day, eight (8) hour schedule for the duration of the job, and cannot be changed again unless mutually agreed upon by the Business Agent and the Employer.

6. The cement masons crew time shall start when the mixer starts.
7. Cement masons shall be allowed fifteen (15) minutes before quitting time to clean their tools.
8. Where scaffolding is required, safe scaffolding shall be provided for all parties.

ARTICLE 5 PAYMENT OF WAGES

If an employee is discharged, he shall be paid immediately. If the Employer does not have facilities at the job site to prepare payroll checks, the Employer or his representative shall give to the terminated employee a slip stating the number of hours and amount of wages to which employee is entitled. The terminated employee's pay check shall be mailed to the address provided to the Employer by the employee within twenty-four (24) hours, weekends and holidays excluded. Penalties for late payments are listed below. If an employee is laid off and the employer does not have facilities at the job site to prepare payroll checks, the employers or his representative shall give to the employee laid off a slip stating the number of hours and the amount of wages to which he is entitled. His pay check shall be mailed to his home address within seventy-two (72) hours. If the pay check is not postmarked within seventy-two (72) hours, the employee shall be considered as remaining on the payroll from the end of the seventy-two (72) hours until the postmark date and time. The pay for this period shall be straight

time, eight hours per day for each regular working day. There shall be no pay for Saturday, Sunday or holidays.

ARTICLE 6 HOLIDAYS

The following holidays shall be regarded as legal holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

If a legal holiday listed above falls on Sunday it shall be observed on Monday. If a listed holiday falls on a day other than a Sunday, it shall be celebrated on that day.

ARTICLE 7 HEAD CEMENT MASONS

When three (3) or more cement masons are employed the contractors shall designate one of the cement masons as head cement mason of the cement masons on each project, whose duties shall be to give the orders to the cement masons, and he shall receive one dollar and fifty (\$1.50) cents per hour above the basic rate of pay. The head cement masons so designated shall be a working cement mason.

ARTICLE 8 REPORTING

1. A pre-job conference may be requested by either party before starting a new job.
2. When cement masons are regularly employed and report for work or when cement masons are hired and bring their tools on to the job and not started to work, they shall receive 2 hours pay. If the cement masons are started to work, they shall receive not less than 4 hours pay and if they work over 4 hours they shall receive not less than 8 hours pay. The above shall not apply when inclement weather or conditions beyond the reasonable control of the contractor makes it impractical for work to proceed, in which case cement masons shall be paid actual hours worked, minimum of two (2) hours pay. If cement masons are told to wait after reporting for work and not put to work they shall receive pay for actual waiting time.

Notwithstanding the foregoing, when requested by the contractor to remain on the job and work in the rain after 2:00 p.m. to save concrete the cement mason shall be paid to normal quitting time. The employer reserves the right to hire or not to hire any cement mason seeking employment.

3. The contractor or the superintendent will call the head cement mason if he has a telephone; if he does not have a phone, he will call the business agent, if there is no work that day.

ARTICLE 9 SPHERE OF PROJECT

The cement masons agree that in the event any contractor who is a member of the above mentioned Association has a project that starts within the jurisdiction of the District mentioned in this agreement, namely District #7, they will continue the project into other territory until completed, under the same terms and conditions as contained in this agreement, without any change in working conditions, or in the personnel of the crew of the cement masons.

ARTICLE 10 MOVEMENT OF EMPLOYEES

Signatory contractors shall be free to move employees represented by the Operative Plasters' and Cement Masons' International Association to any construction project under the territorial jurisdiction of this Agreement as well as up to fifty percent (50%) of employees when moving from the jurisdictional area from one Local to another Local within the State of Illinois.

ARTICLE 11 DISPUTES

1. The cement masons agree that there shall be no stoppage of work on account of any differences which might occur between the contractor and the Union or the International, or between the Union and any other craft over jurisdictional disputes. If a dispute arises and cannot be settled between the local representative and the contractor and any other crafts within twenty-four (24) hours, a telegram is to be sent to the General Office of the Operative Plasterers and Cement Masons International Association, requesting the presence of an International Representative, and the International agrees to furnish such representative upon receipt of such request. Decisions of the National Building Trades Department shall be final on all jurisdictional disputes except where a jurisdictional dispute involves any Union or Employer not a party to the procedures set forth by the present plan established by the Building and Construction Trades Department and is not resolved by the Unions and Employer involved, the dispute may be submitted to the National Labor Relations Board for settlement.
2. Except for violations of Article 1, Union Security and Article 13, Wages, there shall be no slowdowns, strikes or lockouts during the term of this Agreement. On all cases other than jurisdictional disputes which arise and cannot be settled by the local representative and the contractor within twenty-four (24) hours, the difference of opinion or dispute shall be referred to a board consisting of four (4) members; two (2) appointed by the Association and two (2) appointed by the Union, and they shall have the authority to choose a fifth member if and when they deem it necessary. The board will be required to render a decision within forty-eight (48) hours, which decision shall be binding on both parties.

3. The Arbitration Board shall be a permanent institution but its individual members may be changed at any time by their respective organizations.

ARTICLE 12 APPRENTICES

1. In order to maintain a sufficient number of skilled journeymen cement masons in the industry covered by this Agreement, the necessity for the employment of apprentices is recognized and the training and employment of as many apprentices as is reasonable and practicable shall be encouraged and undertaken by both the Union and the contractor.
2. On highway and airport construction the contractors shall not be required to use apprentices, however, providing the contractor so elects, when three or more journeymen cement masons are employed by the contractor one apprentice shall be permitted; five or more, two shall be permitted; seven or more, three shall be permitted; ten or more, four shall be permitted.
3. On bridge construction work the contractors shall not be required to use apprentices, however, providing the contractor so elects, an apprentice shall be permitted for each journeyman cement mason employed by the contractors (provided, however, that when the local union, upon demand by the contractor, is unable to furnish the required journeymen cement mason then the contractor may employ an apprentice in his stead).

ARTICLE 13 WAGES

1. The parties hereto agree that the journeymen cement masons' hourly wage and contribution rates are as set forth in wage Addendum A of this Agreement.

The contribution amounts set forth in Addendum A shall be paid for each hour worked into the Construction Industry Welfare Fund, Champaign, IL, pursuant to Section 5 and 6 below.

The contribution amount set forth in Addendum A shall be paid for each hour worked into the Indiana State Council of Plasterers & Cement Masons Pension Fund pursuant to Section 5 and 6 below.

Contributions, listed in Addendum A, shall be paid into the Apprentice Training and Education Fund for Local #143.

Deductions for the Vacation Fund, as set forth in Addendum A, are to be sent to Local #143 Vacation Fund.

Local #143 Dues Check-off, pursuant to Article 14, are set forth in Addendum A.

Effective April 1, 2004	+\$1.00 to be distributed
Effective April 1, 2005	+\$1.00 to be distributed
Effective April 1, 2006	+\$1.05 to be distributed
Effective April 1, 2007	+\$1.05 to be distributed

2. The wage scale for Apprentices shall be as follows:

1 st 6 months	70% of journeyman scale
2 nd 6 months	75% of journeyman scale
3 rd 6 months	80% of journeyman scale
4 th 6 months	85% of journeyman scale
5 th 6 months	90% of journeyman scale
6 th 6 months	95% of journeyman scale
7 th 6 months	100% of journeyman scale
8 th 6 months	100% of journeyman scale

3. The Union may distribute any part of the negotiated wage increase into the existing negotiated funds, provided, such increase is requested and AGC of Illinois is notified at least sixty (60) days prior to its effective date on each anniversary of this Agreement. For purposes of this clause only, the anniversary dates are April 1, 2004, April 1, 2005, April 1, 2006 and April 1, 2007. Changes in contribution amounts to any of the Funds listed in this Article shall only be made annually on the Agreement's anniversary dates and under no circumstances can monies be deducted from the basic labor rate, as such is prohibited by the Illinois Department of Labor. When the Union notifies AGC of Illinois of its request, whereupon an addendum in writing describing such change(s) shall be incorporated into this Agreement.
4. The trustees of the Health and Welfare Fund shall, among other things, have the authority to determine the type and amounts of benefits, provided and rules and regulations governing entitlement to such benefits, provided however, that the Health and Welfare plan to be established shall conform at all times to the applicable requirements of the Internal Revenue Service so as to ensure the tax exempt status of the Health and Welfare and the right to the contributing employer to treat contributions to the Health and Welfare Fund as deductions for income tax purposes. Provided further that each fund herein shall be in conformity with all applicable laws.
5. The Employer hereby agrees to be bound by the Agreement and Declaration of Trust establishing the Indiana State Council of Plasterers & Cement Masons Pension Fund, the Construction Industry Welfare Fund, and the Training and Vacation Funds for Local #143.

6. The Employer further agrees to pay contributions to said funds in behalf of bargaining unit employees as negotiated and set forth in this Agreement, and in the manner prescribed by said Fund.
7. In the event any said Fund fails to comply with applicable laws or retain its tax exempt status with the IRS, the Employer shall cease making contributions and shall pay said amounts directly to bargaining unit employees as wages.

ARTICLE 14 WORKING DUES CHECK-OFF

Upon receipt of an employee's written authorization, which shall be irrevocable for not more than one year, or the termination of this Agreement, whichever occurs sooner, the Employer shall deduct from such employees wages the amounts as specified in Addendum A of this Agreement, and remit same to the designated Local Union, together with a list of names of employees from whose pay deductions were made. Such written authorization may be revoked by the employee by written notice by registered mail to his employer and Local Union received by both during the 10 day period prior to the end of any applicable yearly period or during the 10 day period prior to termination of any applicable collective bargaining agreement, whichever occurs sooner. In the absence of such revocation, sent and received in accordance with the foregoing, the authorization shall be renewed by an additional yearly period or until the end of the collective bargaining agreement, whichever occurs sooner. It shall be the obligation of the Union to obtain the voluntary authorization forms from its employees and transmit same to the Employer. Local 143 shall maintain current dues check-off authorization forms for each person referred to Contractors. Signatory contractors are entitled to view check-off authorization forms of workers they hire or can request copies of the same by mail.

ARTICLE 15 COMPLETENESS OF AGREEMENT

This Agreement is intended to cover all matters of wages, hours and other conditions of employment, including insurance benefits, welfare funds, pension or benefit plans or related subjects, and during the balance of the term of this agreement, the employers will not be required to negotiate on any further matters affecting these or any other subjects not specifically set forth in this Agreement.

ARTICLE 16 ALCOHOL AND NON-PRESCRIPTION DRUGS

Section 1. Possession, sale or use of alcohol or non-prescription drugs on the Employer's property, site of construction or during the working hours regardless of the location shall be grounds for termination. Any employee who reports to work under the influence of alcohol or non-prescription drugs shall be subject to termination. "Non-prescription drugs" shall be defined as drugs which cannot be legally dispensed without

a prescription and are not covered by a current valid prescription endorsed by a qualified physician for use by name Employee in question. Employees working under this Agreement shall be subject to all necessary diagnostic medical testing for purposes of verifying compliance with this provision, when required by the Employer at the expense of the Employer.

Section 2. Provision for Employee drug or alcohol testing will be outlined in employer policy and procedures or as required in documentation by Project Owners. Drug and alcohol testing may consist of, but not limited to, pre-employment, random, reasonable cause/suspicion, post-accident, injury or unsafe act. Any random testing conducted shall utilize a computerize software program capable of blindly selecting employees by the random selection of their social security numbers. Reasonable cause shall include, for example, but is not limited to, visible impairment, possession, reports of on or off-duty use, prior detection and rehabilitation, or involvement in an accident, injury or unsafe act. Employees refusing to consent to such testing shall be deemed to have voluntarily quit.

Section 3. All drug and/or alcohol testing shall follow the procedures or future revisions outlined by the Substance Abuse and Mental Health Service Administration (SAMHSA) and shall be in compliance with all state and federal laws regarding alcohol/drug testing.

Section 4. Personnel utilized for testing will be certified as qualified to collect samples and adequately trained in collection procedures. The laboratory selected to conduct the analysis shall be certified by the Department of Health and Human Services and/or Substance Abuse and Mental Health Service Administration (SAMHSA) approved.

Section 5. All drug screening tests shall be capable of identifying marijuana, cocaine, opiates, (morphine & codeine), phencyclidine (PCP), and amphetamines (amphetamines, methamphetamine) or other drugs that may be specified by future Substance Abuse and Mental Health Service Administration (SAMHSA) direction.

Section 6. Test and Test Results. All drug tests, as provided for in this Article, shall use the immunoassay drug screening test as the initial test. All positive test results by this method will be confirmed using the Gas Chromatography/Mass Spectrophotometry methodology on a urine specimen. Final determination of a positive drug test will be made by a Medical Review Officer (MRO) or equivalent. The cutoff levels for determining a positive test for both of these methodologies shall be those recommended by the Substance Abuse and Mental Health Service Administration (SAMHSA).

Alcohol test levels at or above .04 shall be considered a positive test when using safety-sensitive equipment.

Section 7. Employees taking prescription medication which according to their physician has physical or mental side effects which could cause impairment on the job site, must

report the medication to site supervision. Employees who report use of lawful medication as described above shall not be disciplined for use of same.

Section 8. Any Employee with test results of negative shall be compensated for all hours lost. If an Employee has a confirmed positive test, (s)he will be: (a) suspended without pay up to thirty (30) days, or as determined by established company policy, (b) mandatory enrollment in a certified rehabilitation program, at employee's own expense, and successful completion (c) and agree to periodic follow-up drug testing for up to two (2) years after successful completion of rehabilitation program. A second positive or refusal to participate in a certified rehabilitation program after the first positive test shall result in termination of employment.

Section 9. The parties agree that during the term of this contract, that federal and state law as well as specific requirements by owners on their projects will supersede the previous paragraphs regarding the use of drug/alcohol and such rules and regulations of these entities will be applicable to this contract.

Section 10. Termination under this provision, including the circumstances surrounding the conduct of the drug or alcohol test, shall be fully subject to the Dispute provision (Article 11) of this agreement.

Section 11. AGC of Illinois, Wabash Valley Contractors Association and Cement Masons Local #143 in Highway District #7, agree to work mutually together with other Associations and highway crafts in developing a District #9 type E-BOLT Drug Screening Substance Abuse Policy and upon completion, by way of addendum, added to this Agreement.

ARTICLE 17 SAFETY

Section 1. Personal Cell Phones and Other Communication Devices: Because they create distractions and disrupt regular work routines, the use of personal communication devices such as cellular phones and audible pagers is prohibited during work hours and in work areas, unless the company has provided such devices to the employee for business use only. Any employee carrying a non-company issued pager with an audible alarm must ensure the alarm is turned off during work hours and in work areas. Employees must not make, return or receive calls on personally owned portable phones during work hours. Employees will have access to communication devices for emergencies. Limited and TEMPORARY exceptions to this policy permitting the use of personally owned communication devices for ongoing personal emergency situations (such as imminent birth of a child) can be made only with the prior and continued approval of the employee's supervisor.

Section 2. After May 1, 2004, each Cement Mason shall be required to successfully complete the Ten-Hour OSHA Construction Safety and Health Course every three (3) years to maintain their safety awareness and competence.

Section 3. Employer will supply all required safety equipment. All Cement Masons shall be responsible for wearing appropriate safety gear such as boots, ear, eye and head protection. The Employer and all employees agree to abide by all federal, state, local and company safety policies. Failure on the part of an employee to comply with these safety rules and policies may be grounds for dismissal.

ARTICLE 18 SAVINGS CLAUSE

1. It is the intention of the parties hereto to comply with all applicable provisions of State or Federal law, and they believe that each and every part of this contract is lawful. All provisions shall be declared invalid or inoperative by final order of any court of competent jurisdiction. In such event, the Union or the contractor may, at its option, require renegotiations of such individual provisions for the purpose of adequate legal replacement thereof.
2. In the event of the invalidation of any section, sentence, or article of this Agreement by any Court or Board of competent jurisdiction, all remaining provisions of this Agreement shall remain in full force and effect.

ARTICLE 19 NO DISCRIMINATION


Neither party to this Agreement shall discriminate against any employee or any employer covered by this Agreement by reasons of said person's age, race, color, sex, religious affiliations, national origin, Vietnam Era Veterans, Disabled Veterans, individuals with disabilities, or any other characteristic protected by law.

ARTICLE 20 DURATION AND TERMINATION

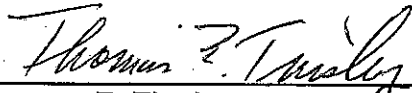
This Agreement shall remain in full force and effect for a period of five (5) years, from April 1, 2003 through March 31, 2008 and will be regarded as effective from year to year thereafter, unless a notice is given in writing by either party hereto at least sixty (60) days and not more than ninety (90) days before the yearly expiration date.


IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed, approved and ratified by the duly authorized officers of the parties as of the day and year first set forth:

FOR THE UNION:


Chris Butler, Business Manager
O.P.C.M.I.A. Local #143

FOR THE ASSOCIATION:


Thomas E. Tinsley
Wabash Valley Contractors Association


Ray Hawkins, Director of Labor
Associated General Contractors of
Illinois

ADDENDUM A

Pursuant to Article XII (Wages), **Addendum A** lists all wages, fringe benefits, and deductions in the Agreement between the Associated General Contractors of Illinois and Wabash Valley Contractors Association and Operative Plasterers' and Cement Masons' International Association, covering Highway, Heavy and Utility construction work in Illinois Highway District #7 effective **April 1, 2003 through March 31, 2008.**

EFFECTIVE: April 1, 2003 \$1.20 increase distributed as follows:

Local #143

Crawford, Effingham, Lawrence and Wabash Counties

Wage Rate	\$21.55
Welfare	3.20
Pension	3.65
Apprentice Training	0.20

Total Package \$28.60

Dues Check-off \$1.00

Optional with employee authorization:

Vacation/Savings 1.00

Local #143

Clay, Edwards, Fayette, Hamilton, Jasper, Jefferson, Marion, Richland, Wayne and White Counties

Wage Rate	\$22.65
Health & Welfare	3.20
Pension	2.55
Apprentice Training	0.20

Total Package \$28.60

Dues Check-off \$1.00

Effective 4-1-04 - \$1.00
Effective 4-1-05 - \$1.00
Effective 4-1-06 - \$1.05
Effective 4-1-07 - \$1.05

FOR THE UNION:

Chris Butler

Chris Butler
Business Manager, Local #143

4 / 17 / 03

Date

FOR THE ASSOCIATION:

Ray Hawkins

Ray Hawkins
Director of Labor Relations

4-14-03

Date

ADDENDUM A

Pursuant to Article XII (Wages), **Addendum A** lists all wages, fringe benefits, and deductions in the Agreement between the Associated General Contractors of Illinois and Wabash Valley Contractors Association and Operative Plasterers' and Cement Masons' International Association, covering Highway, Heavy and Utility construction work in Illinois Highway District #7 **effective April 1, 2003 through March 31, 2008.**

EFFECTIVE: April 1, 2004 \$1.00 increase distributed as follows:

Local #143

Crawford, Effingham, Lawrence and Wabash Counties

Wage Rate	\$21.55
Welfare	4.20
Pension	3.65
Apprentice Training	0.20

Total Package \$29.60

Dues Check-off \$1.04

Optional with employee authorization:

Vacation/Savings 1.00

Local #143

Clay, Edwards, Fayette, Hamilton, Jasper, Jefferson, Marion, Richland, Wayne and White Counties

Wage Rate	\$22.65
Health & Welfare	4.20
Pension	2.55
Apprentice Training	0.20

Total Package \$29.60

Dues Check-off \$1.04

Effective 4-1-05 - \$1.00

Effective 4-1-06 - \$1.05

Effective 4-1-07 - \$1.05

FOR THE UNION:



Chris Butler
Business Manager, Local #143

FOR THE ASSOCIATIONS:



Ray Hawkins
Director of Labor Relations